



DATE: 01-29-2014

PROPOSALS:

IAFF Local 2180 submits the instant proposal for article 3.02 VACATION.

CURRENT LANGUAGE:

3.02 VACATION

I. Miscellaneous

A. Definition – for the purpose of this section the following definitions shall apply:

1. “Continuous service” means City service uninterrupted by separation.
2. “Intermittent service” means City service interrupted by service.
3. “Time worked” includes actual time worked, holidays with pay, and leave of absence without pay (not to exceed one year) for which workers’ compensation is paid. It shall also include Saturdays, Sundays, or other regular days off which are immediately preceded or immediately followed by other time worked.
4. “Active service” includes time worked, leaves of absence without pay not to exceed 14 calendar days and leave of absence not to exceed one (1) year for which workers’ compensation is paid.

B. Amount of Vacation and Sick Leave Use – Employees assigned to Fire Suppression must take a minimum of two (2) hours of vacation, compensatory time, or sick leave at one time. This two (2) hour minimum shall not apply if the time off occurs within the first two (2) hours or last two (2) hours of the employee’s regular shift. During this first two (2) hours or last two (2) hours of the regular shift, the employee will be charged for the actual time taken off.

II. Vacation

A. Vacation Accrual – Continuous Service: Each employee paid at a biweekly rate who has had continuous full-time active service shall be entitled to vacation with pay. The following provisions shall apply:

1. The vacation leave accrual rates shall be as follows:

Years of Service	# of Weeks	Hrs of Supp. Accrual Bi-Week	Hrs of Supp Accrual Yearly	Hrs of Non-Supp Accrual Bi-Weekly	Hrs Non-Supp Accrual Yearly
0-4	2	4.30	112	3.07	80
5-9	3	6.44	168	4.60	120
10-14	4	8.59	224	6.14	160
15+	5	11.08	288	7.70	200

2. Maximum Vacation Accrual –

At no time may an employee have more than two years of vacation leave accumulated (i.e. twice the number of hours accrued annually). No vacation credits shall be accrued above this limit.

B. Payment upon Separation

At the time an employee is separated from City service, whether voluntarily or involuntarily, he or she shall be granted all of the unused vacation leave to which he/she is entitled based upon his or her active service in prior years, and in addition, he or she shall be granted vacation leave based upon the length of his/her active service during the year in which the separation occurs and computed on the basis set forth in Section (a). Payment shall be made hour for hour with any portion of an hour being considered a full hour.

C. Vacation use

Vacation leave balances shall be reduced by the actual time not worked to the nearest quarter hour. Absence may not be charged to vacation, not already accumulated.

D. Vacation Leave Sell Back

All members of represented classifications who have completed at least four years of service shall have the option of selling one week (56 hours for employees assigned to Fire Suppression and 40 hours for employees assigned to other divisions) of accrued vacation leave back to the City annually. The accumulated vacation leave balance

will be reduced accordingly. Payment of vacation leave hours will be made the first payday of any month provided that the Finance Department has received ten working days advance notice of the request prior to payday.

CONCERN:

IAFF Local 2180 has a low vacation (Annual Leave) accrual rate compared to other agencies throughout the State. It currently takes almost 2.5 months for a 0-4 employee to receive one day of vacation; 2 months for a 5-9 year employee, 1.5 months for a 10-14 year employee, and over one month for a 15+ year employee.

PROPOSAL:

PROPOSED LANGUAGE:

3.02 VACATION

I. Miscellaneous

A. Definition – for the purpose of this section the following definitions shall apply:

1. “Continuous service” means City service uninterrupted by separation.
2. “Intermittent service” means City service interrupted by service.
3. “Time worked” includes actual time worked, holidays with pay, and leave of absence without pay (not to exceed one year) for which workers’ compensation is paid. It shall also include Saturdays, Sundays, or other regular days off which are immediately preceded or immediately followed by other time worked.
4. “Active service” includes time worked, leaves of absence without pay not to exceed 14 calendar days and leave of absence not to exceed one (1) year for which workers’ compensation is paid.

B. Amount of Vacation and Sick Leave Use – Employees assigned to Fire Suppression must take a minimum of two (2) hours of vacation, compensatory time, or sick leave at one time. This two (2) hour minimum shall not apply if the time off occurs within the first two (2) hours or last two (2) hours of the employee’s regular shift. During this

first two (2) hours or last two (2) hours of the regular shift, the employee will be charged for the actual time taken off.

II. Vacation

A. Vacation Accrual – Continuous Service: Each employee paid at a biweekly rate who has had continuous full-time active service shall be entitled to vacation with pay. The following provisions shall apply:

1. The vacation leave accrual rates shall be as follows:

Years of Service	# of Weeks	Hrs of Supp. Accrual Bi-Week	Hrs of Supp Accrual Yearly	Hrs of Non-Supp Accrual Bi-Weekly	Hrs Non-Supp Accrual Yearly
0-4	2 3	4.30 6.45	112 167.7	3.07 4.60	80 119.6
5-9	3 4	6.44 8.57	168 222.82	4.60 6.13	120 159.38
10-14	4 5	8.59 10.74	224 279.24	6.14 7.68	160 199.68
15+	5 6	11.08 13.30	288 345.8	7.70 9.24	200 240.24

2. Maximum Vacation Accrual –

At no time may an employee have more than two years of vacation leave accumulated (i.e. twice the number of hours accrued annually). No vacation credits shall be accrued above this limit.

B. Payment upon Separation

At the time an employee is separated from City service, whether voluntarily or involuntarily, he or she shall be granted all of the unused vacation leave to which he/she is entitled based upon his or her active service in prior years, and in addition, he or she shall be granted vacation leave based upon the length of his/her active service during the year in which the separation occurs and computed on the basis set forth in Section (a). Payment shall be made hour for hour with any portion of an hour being considered a full hour.

C. Vacation use

Vacation leave balances shall be reduced by the actual time not worked to the nearest quarter hour. Absence may not be charged to vacation, not already accumulated.

D. Vacation Leave Sell Back

All members of represented classifications who have completed at least four years of service shall have the option of selling one week (56 hours for employees assigned to Fire Suppression and 40 hours for employees assigned to other divisions) of accrued vacation leave back to the City annually. The accumulated vacation leave balance will be reduced accordingly. Payment of vacation leave hours will be made the first payday of any month provided that the Finance Department has received ten working days advance notice of the request prior to payday.

RESULTS:

IAFF Local 2180 members are compensated fairly with vacation accrual rates.